

BUILDING OPPORTUNITY

The Missouri Department of Transportation's newsletter for Disadvantaged Business Enterprises



DBE FEATURE

The Associated General Contractors of Missouri was excited to bring two new Build My Future events to Missouri last year. Build My Future is a wonderful way to engage high school students with hands-on activities, allowing them to explore multiple construction career opportunities.

The two new locations were in Southeast Missouri (Sikeston) and in Central Missouri (Jefferson City). During those two events, more than 1,500 students, teachers and guidance counselors explored construction careers. These individuals were from 55 different schools, representing 45 separate school districts in 27 counties.

Make sure you have this year's dates on your calendar:

- iBuild: April 5, 2022
Kansas City
- April 13, 2022
Springfield
- October 5, 2022
Southeast (Sikeston)
- October 18, 2022
Central (Jefferson City)

There will also be an event in Upstate Missouri (Macon) in late September.

For more information, please contact Charlyce Ruth at (417) 425-3390 or cruth@agcmo.org.

Future Dates

iBuild

Bartle Hall, Kansas City, Mo

April 5, 2022

<https://nice-kc.com/ibuild/>

Build My Future

Ozark Empire Fairgrounds,
Springfield, Mo

April 20, 2022

Facebook: BuildMyFutureSGF

www.buildmyfuture.net

DBE UPDATE

2022 Civil Rights Contractor Compliance/DBE Training Symposium Building Upon the Foundation of Workforce and Business Development

The Missouri Department of Transportation will host its annual External Civil Rights Contractor Compliance/DBE Training Symposium "Building Upon the Foundation of Workforce and Business Development," on Tuesday, March 29, 2022, at the Courtyard by Marriott located at 1500 NE Coronado Drive, Blue Springs, MO 64014. For those who wish to attend virtually, there will be a virtual option.

This year, MoDOT's External Civil Rights Division will offer an exciting and informative conference packed with educational forums and sessions. The primary goal of the training symposium is to bring together the Disadvantaged Business

Enterprise community and MoDOT stakeholders in a positive and empowering environment to learn from the knowledge and experience of subject matter experts in the transportation industry and each other.

The annual symposium promotes MoDOT's ongoing commitment to ensure a level playing field and obtain increased participation in the transportation industry for minorities and women.

Fostering relationships are key to successfully increase contracting work and obtaining diverse workforces. The Civil Rights and DBE Training Symposium will be the opportunity to work toward improving and obtaining these objectives.



Registration will be open soon. Please watch our website: www.modot.org/welcome-external-civil-rights.

DBE Spotlight

Rachel Smith, President and Owner of A.T. Urban Development, Inc.

Rachel Smith started A.T. Urban Development, Inc. eight years ago. A.T. Urban Development, Inc. performs heavy construction, ADA, street and road projects. With an educational background in business and accounting combined with work experience as a water operator, Smith fulfilled a life-long goal in starting her own business.

"I always knew I would own a business," Smith said. "I like to work for myself and have been an independent leader. Being a small company, I am more personable with owners and projects. A bigger firm has more people working for them and you tend to lose that."

When asked about her biggest challenges of owning a business,

Smith was quick to answer. "Growing pains would sum it all up," she said. "Every year has brought its own problems."

On the flipside, the rewards balance the challenges for Smith. "One of my biggest rewards is you start looking at the future and you realize that once you get employees under you, they're relying on you. I am able to support seven people who are breadwinners for their families."

Smith said the best business advice she ever received was to build slowly and frugally the first five years.

"When you're a small business and you're starting out, you're going to have rocky periods. It's harder for a

small business to get through them if you're not prepared."

Smith also added that starting small allowed her to establish herself and focus on doing a few things well. She passes on that advice to other firms.

Having participated in MoDOT's DBE Supportive Services program has also benefited Smith, and she recommends other DBE firms do the same. Bellewether's program taught "a lot of stuff I'd already learned in college, but you forget things and it was good to review and refresh myself."

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Contract Compliance Reviews

MoDOT conducts contract compliance reviews from April to September of each year throughout Missouri.

All contractors awarded federal-aid contracts or subcontracts in excess of \$10,000 are subject to compliance reviews. As specified by federal-aid highway contract provisions (FHWA-1273), contractors and subcontractors are required to take specific

affirmative action steps to ensure equal employment opportunity.

During compliance reviews, MoDOT personnel make sure these affirmative action requirements are being fulfilled and that proper recruitment and training efforts are being utilized by the contractors. MoDOT has published a Resource Manual in an effort to assist contractors in ensuring they are meeting

the federal-aid contracts requirements. If your company does not have a Resource Manual, please contact MoDOT External Civil Rights Division at the number below.

For further information or questions about EEO contract compliance reviews, please contact External Civil Rights at (573) 526-2978.

Design-Build Projects

There have been several Design-Build projects this past year that have hosted DBE Networking events across the state where DBEs were able to receive information about subcontracting opportunities on various projects.

Central Missouri

Rocheport Bridge Design-Build project in Mid Missouri (Boonville) had their DBE networking on April 30, 2021, virtually. Over 50 DBEs attended, and now that project is underway with Lunda Construction Co., Parsons Transportation Group, Inc., Dan Brown & Associates, and Hugh Zeng United as the Design-Build team. This is a \$270 Million project with a 10% Construction DBE goal and 15% Professional/Design Services goal.

Kansas City, Missouri

Recently, the Buck O'Neal Design-Build project in Kansas City, Mo had their DBE Networking event in October 2021 at the Clarkson project

office, and DBEs were able to meet with representatives from the Massman/Clarkson and HNTB Design Build Team. This is a \$220 million project located in the heart of Kansas City, Mo.

Springfield, Missouri

The I-44 Corridor Bridge Bundle Design-Build project in southwest Missouri had their virtual DBE Mixer where DBEs received information on upcoming opportunities and met the shortlisted teams: Emery Sapp & Sons, Inc./Parsons; KCI Construction Company, Inc./Bartlett & West; Restore 44 Team – Radmacher Brothers Excavating Company, Inc./GBA; and Capital Paving & Construction/Robertson Contractors, Inc./HDR. This project is \$43 million with 32 bridge replacements, rehabilitations or re-decks which are either on Interstate 44, over I-44 or within 15 miles of I-44 on adjacent routes in Jasper, Lawrence, Greene, Webster and

Dallas counties. The DBE goals are 12% Construction and 16% for Design/Professional Services.

Emery Sappy & Sons was the awarded team.

St. Louis, Missouri

The I-70 CFSG in the St. Louis District (St. Charles, Mo) held their DBE Networking event on Nov. 15, 2021. Approximately 19 DBE firms were able to sit and



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meet in one-on-one sessions with the shortlisted teams which were Gershenson Construction Co, Inc./Bartlett & West, Inc./ Lochmueller Group, Inc.; KCI Construction Company/Jacobs Engineering Group Inc/HR Green, Inc; and Millstone Weber, LLC/Parsons Transportation Group Inc.

The event was held at the St. Charles Family Arena, and a virtual DBE networking event was also part of this project's outreach initiative. This is a \$62 Million project that has a 14 % Construction DBE Goal and a 20% Design/

Professional Services DBE goal. It includes highway and roadway improvements to address connectivity, safety and congestion on the I-70 Corridor from Cave Springs to Fairgrounds in St. Charles County, Mo.

MRCC (MoDOT DBE Mentor Protégé) Update

Kendall's Hauling and Millstone Weber have entered into their second year of their Mentor Protégé relationship. Kendall's Hauling is one the DBE subcontractors on the I-270 North Design Build project in St. Louis County. Millstone Weber

has provided opportunities for Kendall's Hauling to participate in several trainings related to business development.

"Kendall's Hauling continues to take advantage of support workshops and presentations to increase business management skills. During the first quarter of 2021-22, Millstone Weber apprised Kendall's Hauling of current and relevant industry capacity-building workshops and training events available at nominal or no cost to attendees.



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